



# ENVIRONMENTAL PROTECTION AGENCY

## Recommendation for Incentive Award

### Instructions:

1. Awards should be based on EPA policy for award types, amounts and approval level (signature) requirements. For additional information on approval level requirements for awards, refer to the EPA Delegations Manual.
2. For detailed information on awards, review the EPA Recognition Policy and Procedures Manual.
3. Complete this form for all Individual Cash Awards (award amount less than \$5000 and FY cumulative is less than \$5000), On-the-Spot Awards (FY cumulative is less than \$5000) and Time-Off Awards.
4. Attach the completed form to the electronic Request for Award. \*\*For Use with FPPS Only – Do Not Send Hardcopy to SPO\*\*
5. Provide a copy of the completed form to the employee when the electronic award has been processed.

Employee Name: Eileen Deamer Employee ID #: (b) (6)

Position Title (optional): \_\_\_\_\_ PP-Series-Grade (optional): \_\_\_\_\_

Organization (optional): \_\_\_\_\_

Type of Award: ☐ On-the-Spot Award (Individual Cash Award (Non-Rating Based)) ☐ Group Cash Award  
☒ Individual Cash Award (Non-Rating Based) ☐ Group Time Off Award  
☐ Time Off Award

Total Amount of Award (\$): \$3,150.00 AND/OR Total Number of Hours: \_\_\_\_\_

Type of Benefits on which the award is based (Cash awards only): ☐ Tangible Benefit ☒ Intangible Benefit

Value of Benefit: ☐ Moderate ☐ Substantial ☐ High ☒ Exceptional

Extent of Contribution: ☐ Limited ☒ Extended ☐ Broad ☐ General

### Narrative Justification for Award:

This award recognizes Eileen Deamer's extraordinary efforts to coordinate effective communications with Congressional offices, state and local partners, and key outside parties and individuals throughout the Agency's ongoing response to the drinking water crisis in Flint, Mich. Since October 2015, Region 5 has devoted untold hours, days and weeks to providing legislators, elected officials and state and local partners with clear, accurate and timely information on crucial public health, environmental and enforcement issues and decision-making. Eileen provided tireless assistance –often after hours and sometimes on weekends or days off – in preparing and reviewing in-depth briefing materials, timelines, correspondence and other materials regarding a number of complex and sometimes sensitive issues. She developed a breadth of knowledge on all aspects of EPA's Flint response, making her indispensable to the Regional Administrator and to her colleagues throughout the region and in OCIR. She has actively participated in any number of high-profile activities related to Flint.

Some but not all of Eileen's contributions are listed below:

- her expert assistance to the Office of Regional Counsel in its review of responses to several FOIA requests for very extensive correspondence/information from a large number of EPA employees,
- her instrumental role in planning, convening and staffing two data summits for EPA, State and outside scientists to review and discuss crucial water data and determine next steps,
- agreeing at a moment's notice and changing personal plans to travel to Flint and serve OCIR's representative at a Saturday public meeting when EPA learned that Members of Congress would be attending, and
- staffing the RA on regular calls with key stakeholders.

Time and again throughout this unprecedented and critical mission, Eileen has demonstrated a truly exceptional level of professionalism, dedication and discretion –earning her the respect, esteem, and gratitude of the Regional Administrator and her colleagues in Region 5 and OCIR.

As the Authorizing Official I certify with electronic signature (in FPPS) that all necessary concurrences have been gained for approval of this award in addition to verification that the award amount is not \$5000 or greater and that the FY cumulative award amount(s) for this employee is not \$5000 or greater.



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Employee Name: Eileen Deamer Employee ID #: (b) (6)

Position Title (optional): \_\_\_\_\_ PP-Series-Grade (optional): \_\_\_\_\_

Organization (optional): R5/OEC/MCS

Type of Award: ☐ On-the-Spot Award (Individual Cash Award (Non-Rating Based) ☐ Group Cash Award  
☒ Individual Cash Award (Non-Rating Based) ☐ Group Time Off Award  
☐ Time Off Award

Total Amount of Award (\$): \$2,950.00 AND/OR Total Number of Hours: \_\_\_\_\_

Type of Benefits on which the award is based (Cash awards only): ☐ Tangible Benefit ☒ Intangible Benefit

Value of Benefit:	<input type="checkbox"/> Moderate	<input type="checkbox"/> Substantial	<input checked="" type="checkbox"/> High	<input type="checkbox"/> Exceptional
Extent of Contribution:	<input type="checkbox"/> Limited	<input type="checkbox"/> Extended	<input checked="" type="checkbox"/> Broad	<input type="checkbox"/> General

### Narrative Justification for Award:

Eileen Deamer has provided a superior contribution to the Acting Regional Administrator, OCIR, Congressional offices, state and local partners and OEC in her work as a highly-trusted and indispensable liaison on two of the Agency's most complex and high-profile issues: the Flint water response and the USS Lead Superfund site. Eileen has working tirelessly this year on correspondence, briefings, and support on both of these nuanced and very time-consuming issues. Eileen has also expertly picked up any number of new or emerging issues that have arisen in her assigned states during this very busy and challenging transition year.

As the Authorizing Official I certify with electronic signature (in FPPS) that all necessary concurrences have been gained for approval of this award in addition to verification that the award amount is not \$5000 or greater and that the FY cumulative award amount(s) for this employee is not \$5000 or greater.



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Employee Name: Eileen Deamer Employee ID #: (b) (6)

Position Title (optional): \_\_\_\_\_ PP-Series-Grade (optional): \_\_\_\_\_

Organization (optional): OEC

Type of Award: ☐ On-the-Spot Award (Individual Cash Award (Non-Rating Based)) ☐ Group Cash Award

☐ Individual Cash Award (Non-Rating Based) ☐ Group Time Off Award

☐ Time Off Award

Total Amount of Award (\$): \$2,125.00 AND/OR Total Number of Hours: \_\_\_\_\_

Type of Benefits on which the award is based (Cash awards only): Tangible Benefit ☐ Intangible Benefit ☐

Value of Benefit: ☐ Moderate ☐ Substantial ☐ High ☐ Exceptional

Extent of Contribution: ☐ Limited ☐ Extended ☐ Broad ☒ General

### Narrative Justification for Award:

This award recognizes Eileen's substantial support to the RA, the CoS, the acting DRAs and OEC during a challenging and busy transition year. Eileen has ably served ORA, OEC, OCIR, congressional offices and state and local partners on any number of high-profile issues in her assigned states. She also took initiative in arranging personal introductory visits between the RA and key members of Congress.

☐ As the Authorizing Official I certify that all necessary concurrences have been gained for approval of this award.